

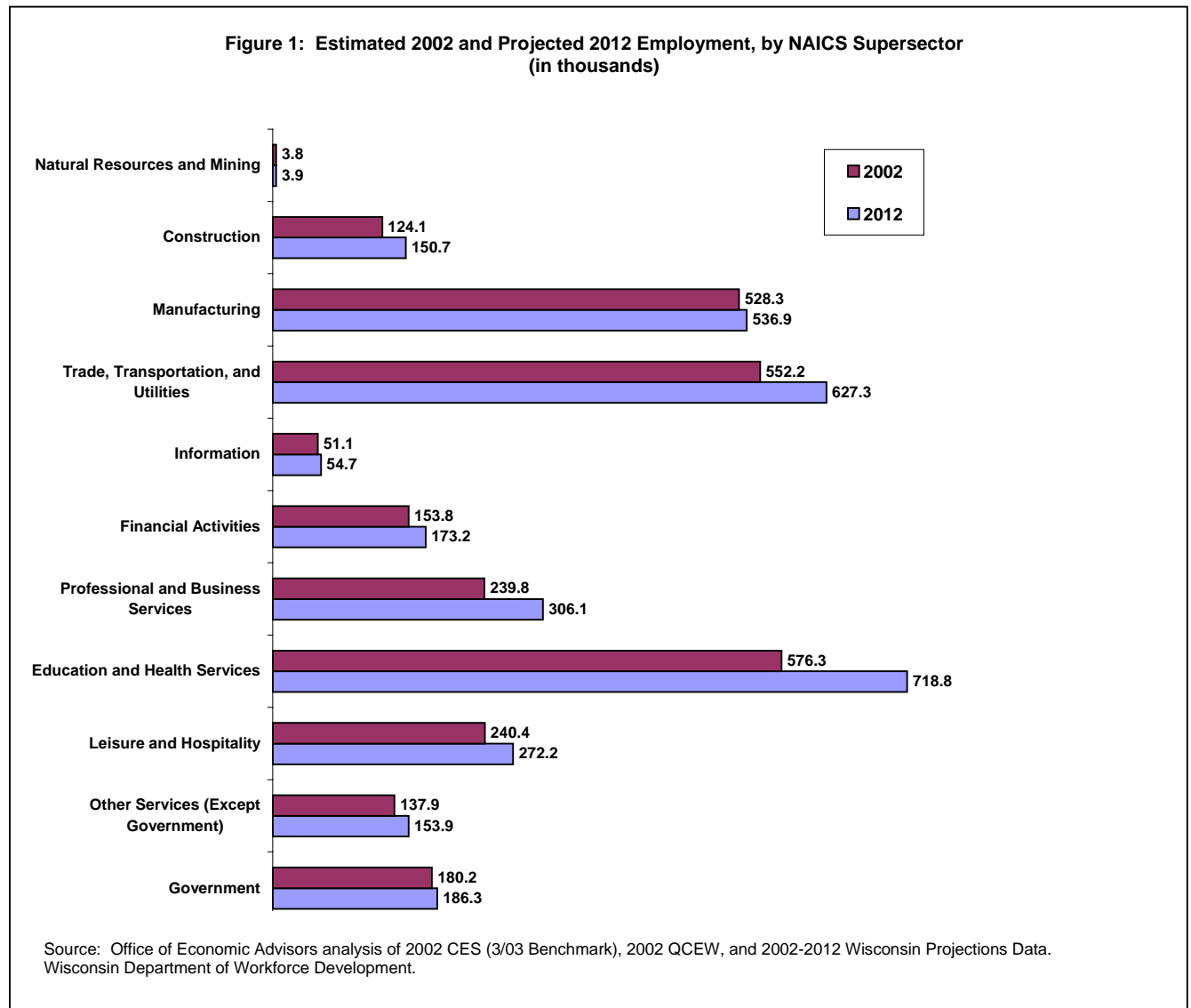
Wisconsin Projections 2002-2012 In Brief

Wisconsin is expected to add 394,000 jobs between 2002 and 2012. With growth of 13%, employment is projected to increase from 2.96 to 3.36 million jobs. In addition to newly created jobs, another 706,000 job openings are anticipated due to replacement needs. In order to fill all of the expected job openings, Wisconsin will continue to need people with a wide variety of skills, interests, and educational backgrounds.

Data outlining the employment outlook for 90 industries and 765 occupations is now available at http://dwd.wisconsin.gov/oea/employment_projections.htm. Wage information and typical education and training paths are also included for each occupation. This paper briefly describes major findings.

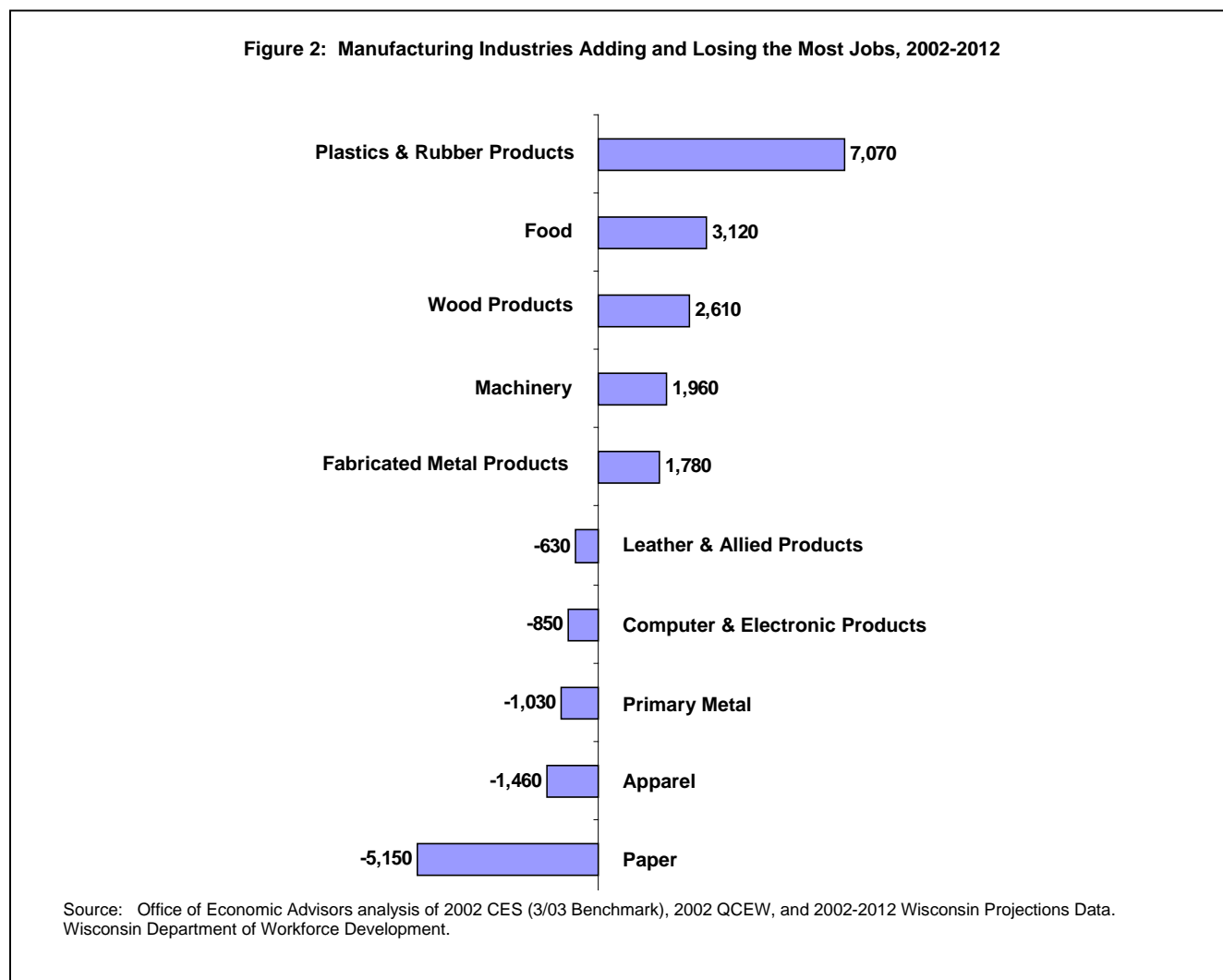
Industry Employment

Each supersector is expected to add jobs (see figure 1). Education and health services will lead the way with an anticipated 142,000 new jobs. Trade, transportation, and utilities is second with 75,000 additional jobs. Natural resources and mining is expected to have the smallest growth with about 100 new jobs.



Although manufacturing has lost jobs in recent years this sector is expected to have about 9,000 more jobs in 2012 than in 2002. In 2002 employment was 528,000, but dipped to 512,000 in 2003.¹ In 2012 employment is expected to reach 537,000 jobs.

As shown in figure 2, the manufacturing industries projected to add the most jobs are plastics and rubber products, food, and wood products. The manufacturing industries expected to lose the most jobs are paper, apparel, and primary metal.



The ten Wisconsin industries expected to add the most new jobs are illustrated in figure 3. These industries are expected to contribute six out of every ten newly created jobs. The top three industries – educational services, ambulatory health care services, and administrative and support services – are expected to account for nearly 30% of job creation.

¹ There is a series break in the CES manufacturing data between 2002 and 2003 making the two years not comparable. With the break, CES estimated 2003 manufacturing employment of 506,400. Without the break, manufacturing employment would have been approximately 512,000.

Educational services tops the list with 38,410 new jobs expected. Educational services includes all public and private elementary, secondary, and post-secondary schools. Also included are educational support services such as testing services, guidance counseling services, and student exchange programs. Within this industry, the occupations with the most job openings (new jobs plus replacements) will be teacher assistants, secondary school teachers (except special and vocational education) and elementary teachers (except special education).

Ambulatory health care services is projected to add 37,940 jobs. This industry is made up of offices of physicians, dentists, and other health practitioners. The industry also includes home health care services. Registered nurses, medical assistants, and dental assistants will be the occupations with the most job openings.

Figure 3: Industries Adding the Most Jobs, 2002-2012

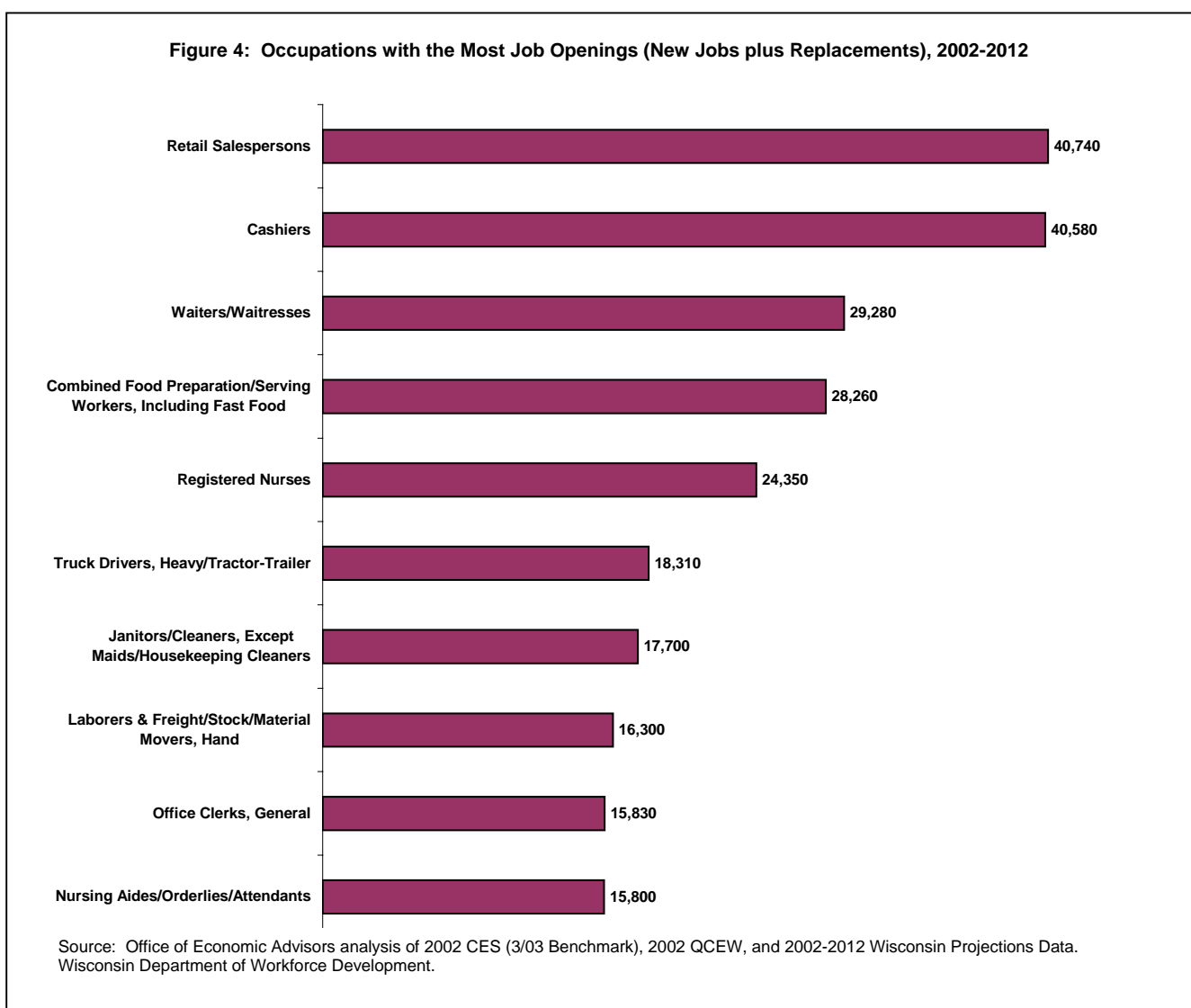


Source: Office of Economic Advisors analysis of 2002 CES (3/03 Benchmark), 2002 QCEW, and 2002-2012 Wisconsin Projections Data. Wisconsin Department of Workforce Development.

Administrative and support services is expected to add the third largest number of new jobs with 34,710. This group of businesses performs functions that support the day-to-day operations of other organizations. Some examples of the type of services offered are travel arrangements, temporary employment services, security services, cleaning services, and mailing services. The occupations anticipated to have the most job openings are janitors and cleaners (except maids and housekeeping cleaners), general office clerks, and security guards.

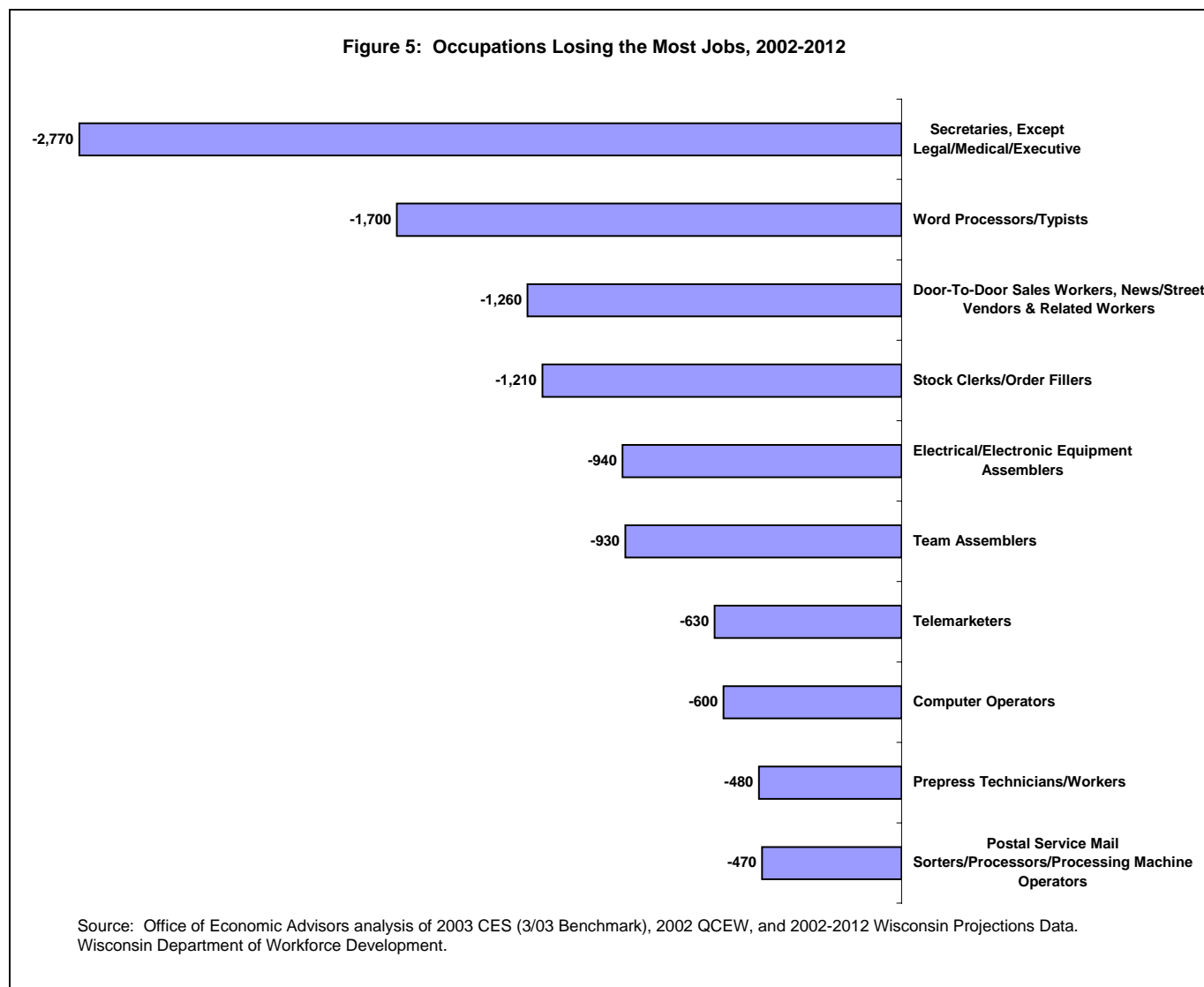
Occupational Employment

Over the 2002-2012 period, Wisconsin is expected to have just over 1.1 million job openings for people entering the state's 765 occupations. About 394,000 of these openings will be newly created jobs. The remaining 706,000 openings will occur due to deaths, retirements, and other permanent exits from occupations. Openings resulting from people changing employers, but staying in the same occupation, are not included in the projections. The ten occupations expected to have the most job openings are outlined in figure 4.



The five occupations expected to have the most jobs openings are retail salespersons, cashiers, waiters/waitresses, combined food preparation and serving workers, and registered nurses. The job openings for registered nurses are linked to growth in Wisconsin's population over age 45 and that group's increasing demand for health services. Also, a large number of people are expected to leave the occupation of nursing either to retire or move on to other careers. The number of openings in the four remaining occupations are connected to growth in the retail trade and leisure/hospitality industries, as well as the tendency for most people to hold these jobs for relatively short periods of time.

Overall, 101 occupations are expected to have a net loss of jobs. All together, these occupations are expected to have a net loss of 18,660 jobs. The ten occupations with the largest declines represent 60% of anticipated losses. These ten occupation are shown in figure 5.

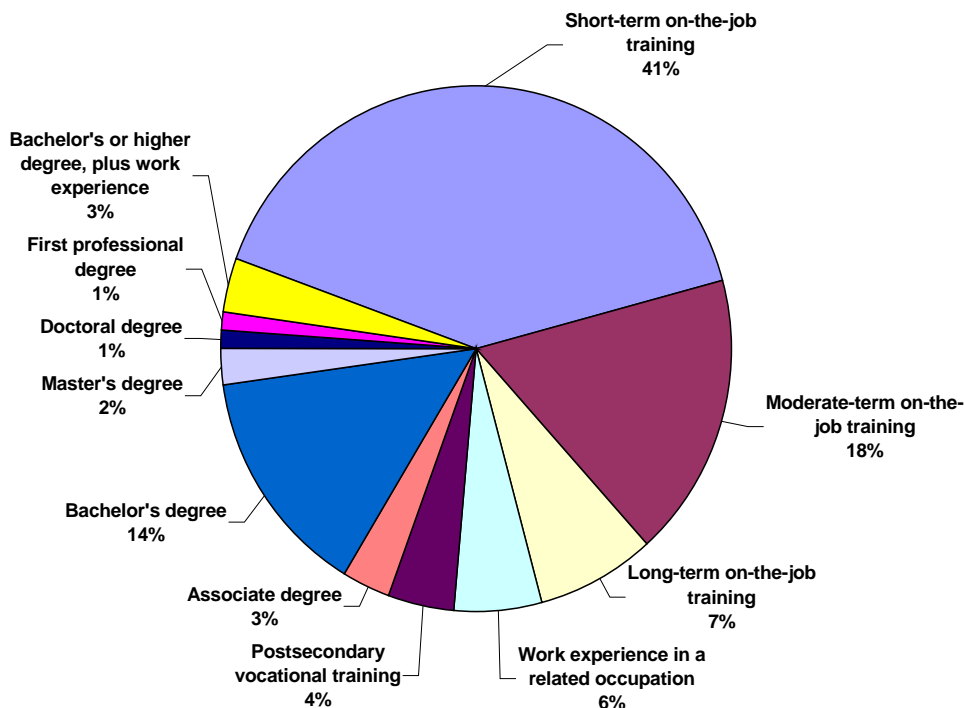


Secretaries (except legal, medical, and executive) and word processors/typists are projected to lose the most jobs. These two occupations are declining because many people in the workplace are now expected to perform for themselves many of the duties formerly assigned to a secretary or word processor. In addition, other functions of secretaries and word processors have been assigned to general office clerks or information clerks.

Education and Training

Each occupation is assigned to one of eleven education and training categories. Each assignment only gives a general indication of the education or training typically needed in the occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Figure 6 illustrates the percentage of job openings anticipated in each education and training group.

Figure 6: Percentage of Job Openings by Education and Training Category, 2002-2012



Source: Office of Economic Advisors analysis of 2003 OES and 2002-2012 Wisconsin Projections Data.
Wisconsin Department of Workforce Development.

Among the job openings anticipated between 2002-2012, 59% fall into either the short- or moderate-term on-the-job training categories. Short-term on-the-job training means the duties of the job can be learned at the workplace in one month or less. Moderate-term on-the-job training lasts one to twelve months and may involve a combination of on-the-job experience and informal training. Some examples of occupations in these training categories are cashiers, home health aides, and waiters/waitresses.

About 7% of openings will typically require long-term on-the-job training. Long-term training takes more than a year and usually involves a combination of training at the job site and formal classroom instruction. The training is often in the form of an adult apprenticeship. Occupations in this group include carpenters, electricians, and dental laboratory technicians.

Another 4% of openings will generally require postsecondary vocational training. These are formal training programs that last from a few weeks to more than a year. Included in this category are cosmetologists, mechanical drafters, and massage therapists.

Work experience in a related occupation will be the general requirement in 6% of the job openings. These jobs require skills and experience gained in related positions. Many of these jobs are first-line supervisory positions.

An associate degree will be the typical requirement in 3% of openings. This degree requires two years of full-time academic work beyond high school. Examples of occupations assigned to this category are computer support specialists, paralegals, and respiratory therapists.

The remaining 21% of the job openings will generally require four or more years of college, or a bachelor's or higher degree in combination with work experience. Database administrators, physicians, occupational therapists, and human resources managers all fall into this group.

Additional Projections Information

The complete set of 2002-2012 industry and occupational employment projections data is available on the Office of Economic Advisors website, http://dwd.wisconsin.gov/oea/employment_projections.htm.

Short-term projections for 2003-2005 are also available on the website listed above.

A more in-depth publication analyzing the 2002-2012 projections will be developed in the coming months. It is expected this publication will be available by Spring 2005.

Notes

The projections were developed using the 2003 OES Survey, 2002 QCEW, and 2002 CES (3/03 Benchmark) data produced by the Bureau of Workforce Information, Wisconsin Department of Workforce Development. Unpublished data from the U.S. Bureau of Labor Statistics and U.S. Census Bureau was also used.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy between 2002 to 2012. It is important to note that unanticipated events may affect the accuracy of the projections.

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